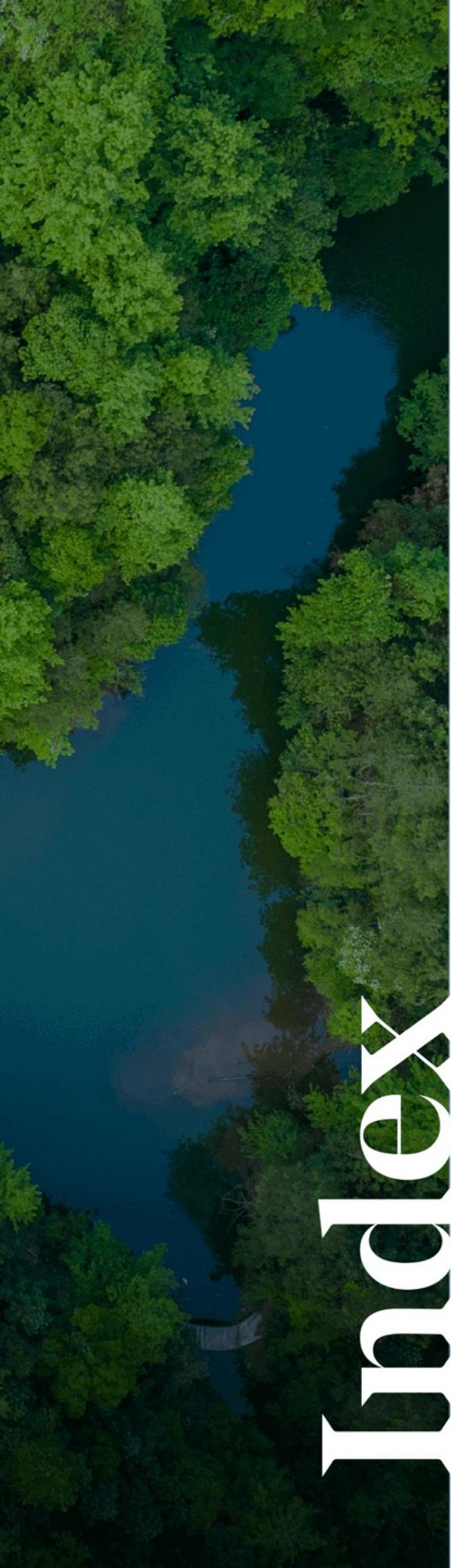




ESG

Report **2021**

 Seaya



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1

Introduction

At Seaya, we are committed to a strong set of values which shape the way we do business. Responsible investing is central to everything we do and we are therefore pleased to present our first ESG Report to investors.

This report reflects our efforts to position Seaya as a Best Practice in sustainability, a move that formalizes what we have been doing since our start in 2013: partnering with entrepreneurs whose objectives go beyond generating a financial return and who also focus on making a positive social and environmental impact. **Seaya's track record demonstrates that we can deliver outstanding measurable outcomes in social inclusion, job creation, and environmental footprint, while delivering top-quartile returns.**

We have adapted our internal processes to incorporate ESG factors at every stage of our investment process. Our purpose in doing so is to create the conditions that enable our portfolio companies to promote ESG best practices and generate a positive impact.

Some clear examples of our proven ability to generate returns and measurable positive impact are our investments in companies such as Wallbox, Biome Makers, Clarity, RatedPower or CrowdFarming.

Futhermore, the qualification of Seaya Ventures III as an Article 8 fund according to the SFDR is proof of the high level of commitment we have achieved to sustainability.

This commitment has recently entered a new chapter with the launch of Seaya Andromeda, a €300M Article 9 sustainable tech fund on a mission to actively promote a sustainable society by reducing waste and pollution. The fund invests in transformative companies across Europe, with a specific focus on GreenTech, Circular Economy and AgriTech & Sustainable Food Value Chain.

2

Executive summary

The objective of this report is to present a comprehensive view of our established ESG best practices and to evaluate the baseline ESG performance of our portfolio as well as the most significant environmental and social impacts.

At Seaya, **we measure sustainability in two ways**: how a company operates and what a company does. We measure how the company’s daily operations are conducted in a sustainable way and how the company’s core business has an impact on promoting a healthy and sustainable society, as well as how the company measures and reports these endeavors. In summary, this report highlights the following:



Our **commitment** to sustainability and our **journey** so far



The ESG performance and impact of our **portfolio companies**



Our **ESG strategy** and **framework**



A look into the **future**

In terms of ESG best practices, it is relevant to highlight that over **90%** of our portfolio companies are currently promoting ESG best practices and measuring and reporting ESG KPIs. Find below selection of KPIs measured and reported by Seaya’s portfolio companies:

Environmental



Companies measuring their carbon footprint



Companies consuming renewable energy

Governance



Female presence on the BoD



Companies with a criminal compliance program

Social

1,362

Reported jobs created in 2021



Female presence on the executive committee



Companies with data protection and cybersecurity policies



Seaya contributes to a significant positive impact by investing in companies that harness the transformative power of technology to accelerate change, bringing the future forward.

We have identified three impact drivers across our portfolio companies: **Business Transformation, Resource Use Efficiency and Tech for Good.**



wallbox

+100k
Electric Vehicle
chargers sold

cabify

100% carbon neutral
First and only mobility app

Glovo?

+500k
Social meals delivered to
vulnerable communities

**BIOME
MAKERS**

+8k
Farmers becoming
more regenerative

fractal

+5M
Assets managed,
maintained and optimized

CLARITY AI

\$10 trillion
AuM assessed on social &
environmental impact

RatedPower

+13M
Houses worldwide provided
with clean energy

CrowdFarming

900t
Of food waste avoided



SAVANA

6
Improved clinical
practices

sensei

First
Fully autonomous
convenience store
in Europe

RobinFood

+7M
Dishes served saved more
than 650t of food by 2021

Payflow

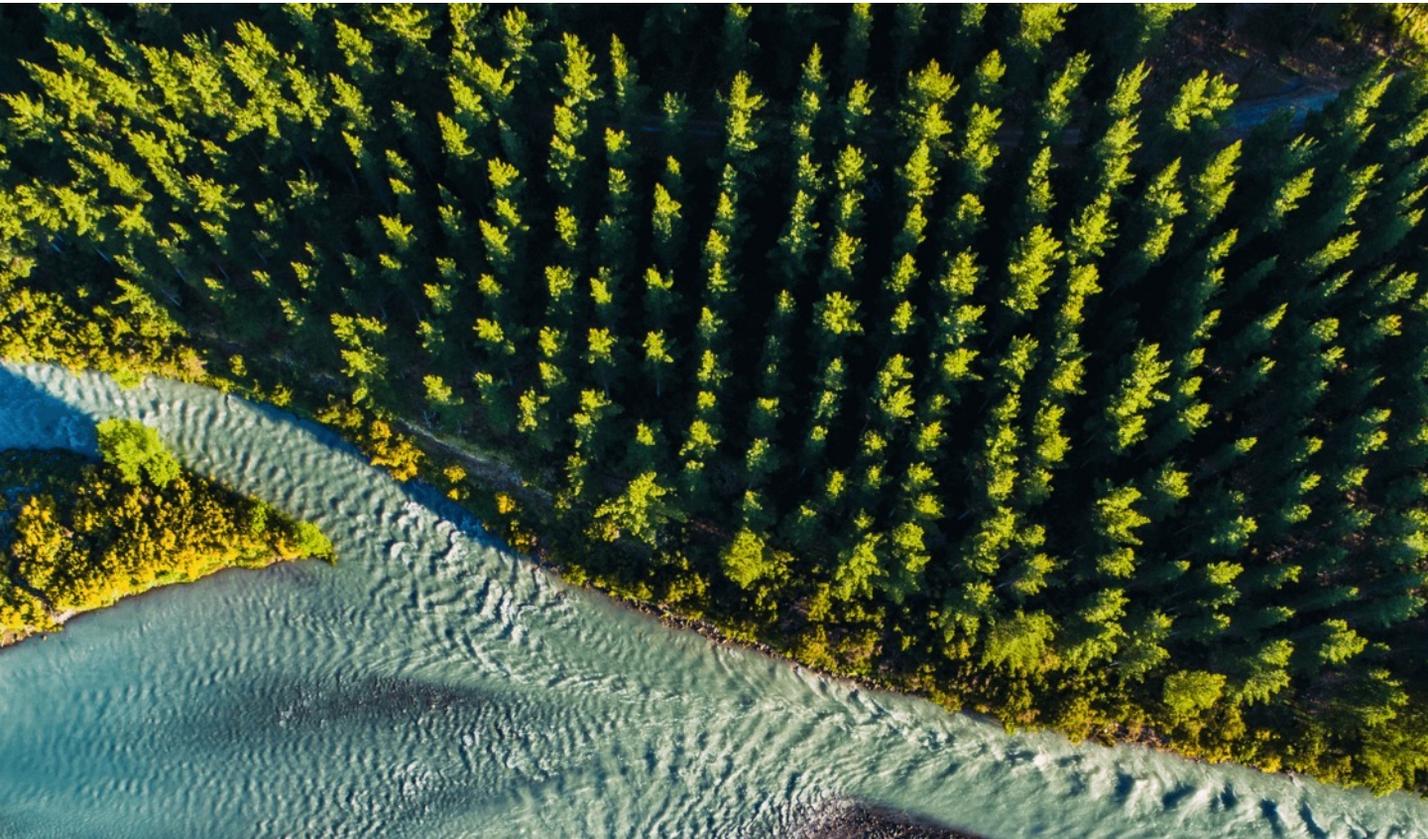
21% reduction
In talent rotation



We frame the impact of our portfolio companies in the UN Sustainable Development Goals. For this, we have defined a set of **prioritized SDGs aligned with our values and our investment strategy**. The eight prioritized SDGs and the contribution of Seaya’s portfolio companies to each of these SDGs are as follows:



Percentage of Seaya’s portfolio companies’ contributing towards each SDG.



3

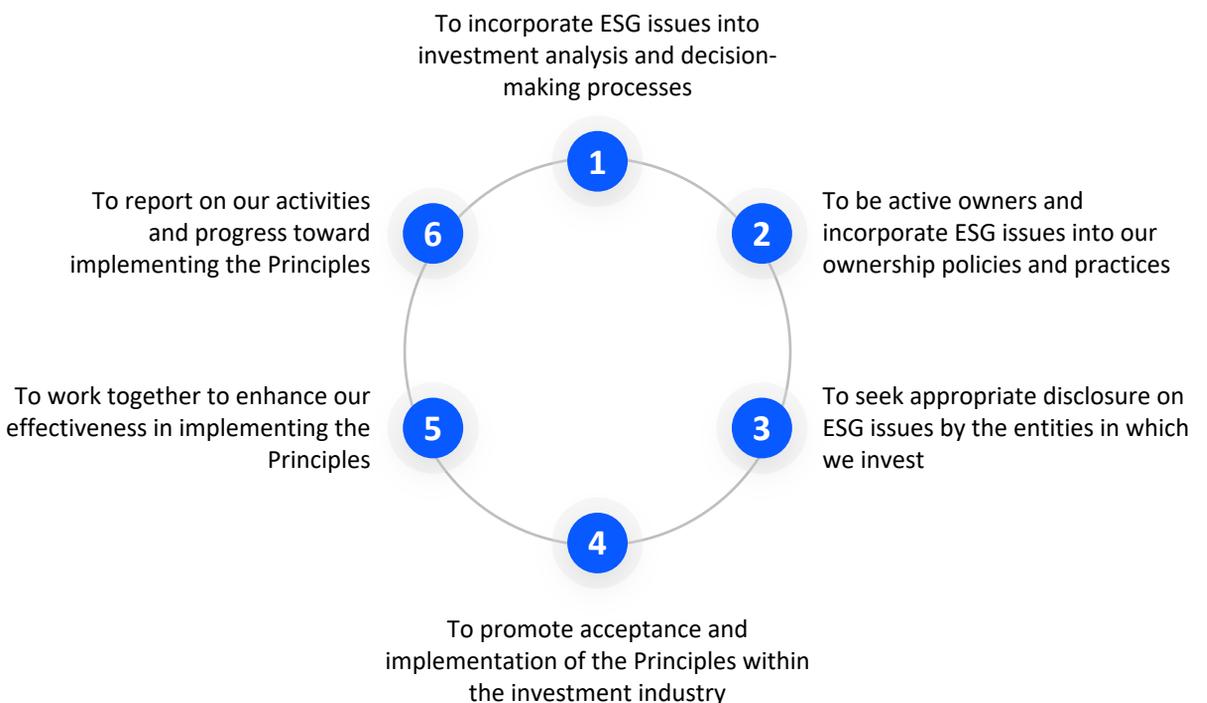
Our approach

We partner with entrepreneurs with a clear purpose who strive to make the world a better place and create long-term value for society. That is why integrating environmental, social and governance (ESG) policies into our processes came naturally.

We are guided by the most rigorous international standards, values and principles when undertaking our investment activity.

We strive to align our investees' strategies and operations with universal human rights, labor, environment, and anti-corruption regulations enacted by the United Nations Global Compact, the International Labor Organization, and the OECD anti-bribery convention.

We have made a public commitment to responsible investment by signing the United Nations Principles of Responsible Investment (UN PRI), which consists of the following:

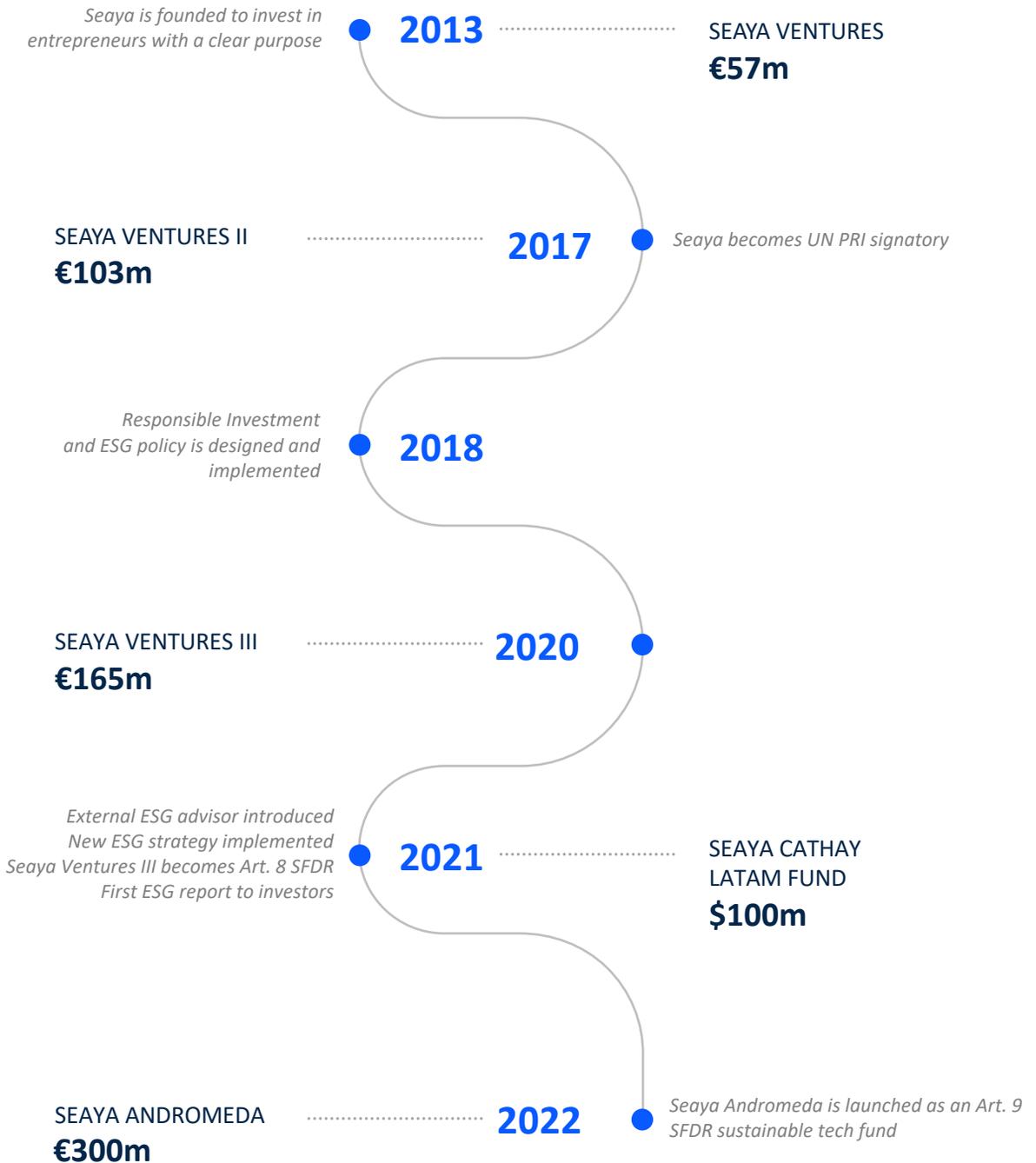




3.1

Our journey

Responsible investing has been central to Seaya since we started investing in 2013. We have gradually formalized our commitment to best practices into standardized processes.



3.2

Our founders

Since we started investing in 2013, we look for mission driven founders and teams that share our values, with high standards and looking both for prosperity and purpose.



Purpose driven



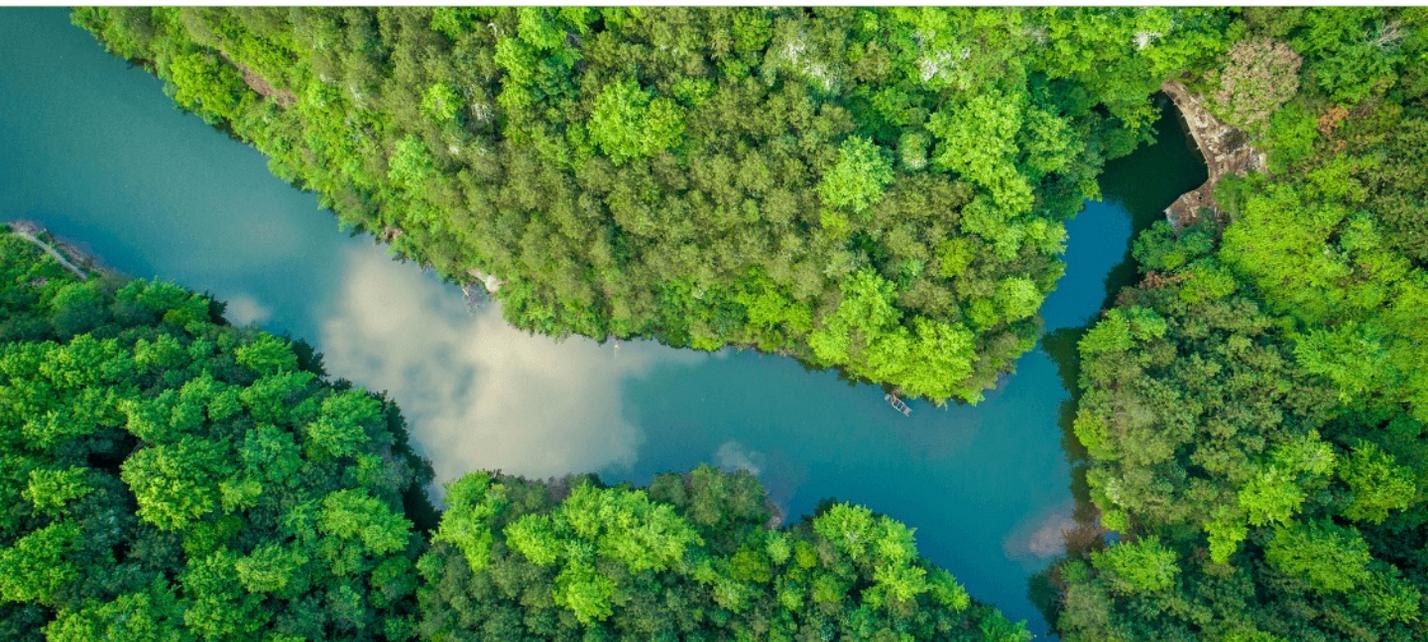
Clear vision



Positive impact

We partner with entrepreneurs whose objectives go beyond generating financial returns and who also focus on making a positive social and environmental impact. Seaya’s track record demonstrates that we can deliver outstanding and measurable outcomes in social inclusion, job creating and positive environmental impact, while delivering top-quartile returns.

It is proven that these mission-driven founders build companies that are more resilient, attract better talent, and provide a better financial return for investors.



3.3

Our process

a. ESG governance structure

We understand that implementing our sustainability strategy must be founded on a rigorous ESG governance structure. Seaya's strategy is based on five pillars:



An **ESG Committee** –composed of 3 senior executive team members and reporting to the Board of Directors – responsible for the implementation of the GP's Responsible Investment Policy both at company level and portfolio company level



Seaya's **Board of Directors** tasked to oversee of the implementation of the ESG policy



An **ESG champion** appointed to coordinate the execution of all the ESG actions



Annual training imparted for the management team members



Sustainability-related risks integrated among the mandatory internal processes in the firm's Remuneration Policy

b. Investment and post-investment process

We bring our ESG commitments into action by integrating them in each step of the investment cycle, evaluating the ESG profile of the potential companies. **The final ESG score is approved in the investment committee meeting** and documented in the minutes.

After an investment is executed, we accompany our portfolio companies on their path to success. During this process, we monitor and consistently assess the companies' ESG strategy and work closely with them to define and measure their KPIs.



b. Investment and post-investment process

1

Sourcing

Exclusions aligned with GPs' Responsible Investment Policy LPs' exclusions as well as best practices.
Screening for ESG "fatal flaws"

2

Due Diligence

ESG Due Diligence. Identification of potentially material ESG issues and opportunities.
Assessment of the company's performance against the fund's ESG requirements.

3

Investment Decision

Integration of ESG factors in the investment process (Investment Memo & Committee).
Assessment of ESG value-creation opportunities and risks.

4

Post-Investment

Short and long-term ESG value-creation strategy.
Definition, monitoring and management of KPIs.

5

Follow-on

Re-assessment of ESG risks and opportunities during each follow-on round of funding.
Check for improvements and update the ESG plan if appropriate.

6

Exit

ESG value levers unlocked.
Supporting the company in demonstrating to potential investors how ESG risks have been mitigated and opportunities realized.



4

Portfolio ESG performance

We saw a significant step forward in disclosure and transparency on all fronts across our portfolio in 2021. More than 90% of our portfolio companies are currently promoting ESG best practices and measuring and reporting ESG KPIs. We are now creating a baseline from which to show the evolution, and this baseline will also help us identify the areas of improvement for the future.

Find below an aggregate view of the ESG KPIs measured and reported by Seaya’s portfolio companies:

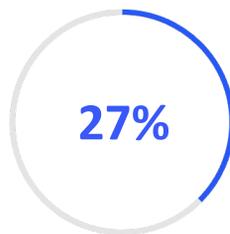
Governance



Female presence on the Board of Directors



Female presence on the Executive Committee



Companies with a criminal compliance program

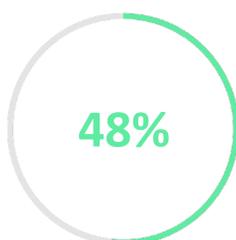


Companies with data protection and cybersecurity policies

Environmental

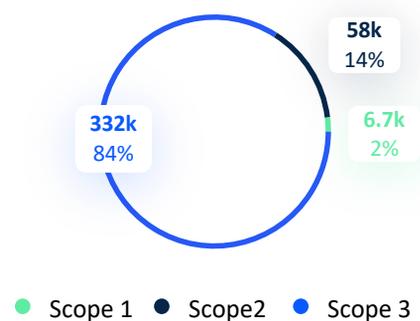


Companies measuring their carbon footprint



Companies consuming renewable energy

GHG Emissions 2021 (tCO₂)



● Scope 1 ● Scope 2 ● Scope 3

5

Portfolio impact

Seaya makes a significant impact through the investment in companies that harness the transformative power of technology to accelerate change, bringing the future forward. **The companies we invest in offer solutions to critical societal and environmental problems.**

5.1

Sectorial focus

We invest in sectors that contribute positively to sustainable development through innovation and technology:



Mobility: development and adoption of electric vehicles and smart chargers. Reduction of individual vehicle usage. Alternative mobility and efficient cities.



Clean energy: acceleration of the transition to solar power. Speed up time to design. Optimization of the levelized cost of energy.



Healthcare: improvement of prediction methods and the pharmaceutical research process. Access to wellness & healthy activities. Community building for patients.



Industry Tech: profitable and sustainable businesses. Reduction of the production of new assets. Improvement of the energy efficiency of production.



PropTech: improvement of the energy efficiency of housing. Reduction of emissions and enhancement of energy savings. Access to digital sale or rental.



Food: development of a sustainable food chain. Affordable and fair prices. Use of technology to increase efficiency.



Content: strong offering of educational content. Promotion of independent productions. Creation of a diverse and social-oriented catalogue.



FinTech: promotion of sustainable investments. Assistance to ESG impact measurement. Democratization of access to banking and credit.



Cybersecurity: fight against online banking and financial services fraud. Development of alternative Deep Learning and Behavioral Biometrics.



AgriTech: advocacy and encouragement of agricultural land care. Promotion of ecological products and crops. Development of the sustainable production of fertilizers.

5.2

Impact drivers

We have identified three impact drivers across our portfolio companies: **Business Transformation, Resource Use Efficiency and Tech for Good.**



We seek to back companies with a clear impact across these three impact drivers by providing solutions to some of the many challenges faced by people and the planet as identified by the SDGs.



a. Business transformation: the impact of change

Technology is the creative catalyst for improving and disrupting systems and processes. It upends the status quo by challenging the existing market dynamics. Through the offer of a new paradigm for bringing products and services to the end-user, new business models emerge, and industries are kept in constant transformation. A clear example is the tech-enabled transition from fossil fuels to renewable energy that some of our companies are contributing to accelerating. Find below an aggregate view of the impact KPIs measured and reported by Seaya’s portfolio companies:

	<p>Seaya’s Wallbox investment is one example of the positive impacts on people and the planet implicit in Business Transformation. Wallbox is a global provider of all-in-one renewable energy solutions, with battery chargers at the center of its business strategy. These charges have received enormous commercial success due to their multiple applications, from public charging to residential use. Easy to install, cost-competitive, bidirectional chargers offer consumers enhanced choices for renewable energy applications.</p>	<p>+7,5M EV charging sessions</p> <p>+60 GWH charged</p>
	<p>Biome Makers enables sustainable farming by helping farmers measure the impact of their farming practices on the soil’s health and the earth’s climate.</p> <p>Biome Makers’ technology allows farmers to grow crops sustainably and increase soil productivity. At the same time, the company promotes the use of ecological products and crops vs. chemical fertilizers and reduces carbon emissions in the atmosphere by increasing soil absorption.</p>	<p>8k Farmers became more regenerative</p> <p>Reduced 20% Agrochemical fertilizer application</p> <p>Increased carbon sequestration in agriculture by +15%</p>
	<p>Rated Power is an enabler of the necessary shift from electricity generated from fossil sources to GNG-emissions-free solar electricity by automating the design and construction process for utility-scale PV plants. Net carbon zero can only be achieved through the cumulative impacts of a combination of individual actions. Eliminating fossil-fuels is one crucial step, and RatedPower helps accelerate that change.</p>	<p>Helped build +424 solar plants</p> <p>+13M houses worldwide provided with clean energy</p>
	<p>Sensei is the leading European provider of autonomous stores. They are enabling retail stores to be check-out free through a scalable, seamless solution powered by AI and computer vision. Making shopping seamless, pleasant, and more efficient.</p>	<p>Europe’s first autonomous petrol station convenience store</p>



b. Resource use efficiency: tech and scarce resources

Resource use efficiency refers to using limited resources in a sustainable way, while minimizing environmental impacts, allowing us to deliver greater value with less input.

Technology accelerates the development and the adoption of more efficient use of resources. Examples of this are the tech-driven solutions for sustainable agriculture, and circular economy accelerators.



Cabify is the leading ride-hailing and mobility platform in Iberia and Latin America. Vehicles are driven by self-employed service providers.

Conscious of the impact of transportation on global warming, Cabify was a pioneer in adopting sustainability measures. It was the first ride-hailing platform in Europe and Latin America to offset 100% of its emissions through local initiatives in the countries in which it operates. Additionally, it is working to decarbonize its vehicle fleet fully by 2025.

52kt CO₂ (Scope 1, 2 and 3) emissions offset

1st and only mobility app 100% carbon neutral

50% ECO Vehicles
100% electric fleet by 2025

60% reduction CO₂/km index



Crowdfarming offers an example of how tech can maximize efficiency in farming, reporting benefits to farmers, consumers and the planet. With its tech-enabled solution for the agricultural supply chain, CrowdFarming supports farms and farming jobs.

Most of the plant-based food sold via the CrowdFarming app was organic. Furthermore, CrowdFarming's direct-to-consumer business model focuses on minimizing food waste.

1,172 farms impacted

66% of units sold in 2021 were delivered in 100% plastic free packaging

63% organic agriculture

900t of food waste avoided



Fractal is a technology start-up specializing in advanced maintenance management solutions to prevent and predict failures in physical assets through a secure, efficient, and mobile AI-enabled maintenance management platform.

Maintenance Operations, although often overlooked, have a direct and measurable effect on resource use efficiency.

Reducing asset failures by over 25%

Improving maintenance costs by at least 15%

Increasing productivity by more than 35%



RobinFood is a FoodTech company that leverages technology to provide lunch to the LatAm low and middle class. The company is revolutionizing the restaurant industry through technology.

The company managed to generate **savings** of more than **650t of food** by 2021.



c. Tech for good: enhancing consumer choice and protection

Technology is in constant evolution. Emerging technologies meet new and scalable demand for insights and services that did not exist a decade ago. Additionally, legacy versions of some technologies often remain in place due to widespread adoption, creating risks and vulnerabilities. These risks and vulnerabilities, in turn, create new tech-driven business opportunities to provide a solution. Investor transparency, digitalization of healthcare and enhanced consumer choice are some of these thematic investment examples.



Glovo is an on-demand delivery marketplace present in Europe and Latam that allows users to get anything they need in a short period of time.

+500k social meals delivered to vulnerable communities

+3,500 social orders delivered by Glovo employees

5,263t of CO₂ emissions reduced



Clarity is an AI-powered platform that provides clients with a universal framework and an automated SaaS tool to assess the social and environmental impact of organizations and investments.

Massive ESG data provision for impact drive decision making (harmonization and biweekly cross-check of more than 2M data points)

Bring societal impact to markets - Data coverage of +30k companies, +180k funds, 198 countries, and 187 local governments

C. 190 employees from all over the world fully aligned (ESOP/Phantom stocks)



AI platform for Doctor support, generating agile Real World Evidence and accelerating Health Science. Savana empowers medical institutions to unlock clinical value trapped in electronic records. This improves healthcare research by integrating and digitizing medical data to extract conclusions and facilitate medical diagnosis. This enhances the pharmaceutical research processes and optimizes management in hospitals.

6 clinical practices improved, thanks to the processing of 400k concepts

+160 healthcare providers assisted, in 15 countries and 5 languages



Payflow is a mobile app allowing employees to get paid whenever they want, instead of once a month. This solution increases employees' access to wages, an especially critical benefit for low-income groups.

21% reduction in talent rotation

Payflow helps companies develop initiatives to promote employee well-being beyond financial access.



5.3

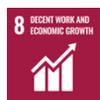
Our contribution to the UN Sustainable Development Goals

We use the UN SDGs to identify the challenges our portfolio companies attempt to solve. **We recognize our ability to influence and transform companies and align their actions to the SDGs** and that the multi-sector approach of Seaya Ventures I, Seaya Ventures II and Seaya Ventures III gives us the potential to impact all seventeen SDGs. However, **we have defined eight prioritized SDGs** that are most aligned with our values and our investment strategy:



Percentage of Seaya’s portfolio companies’ contribution towards each SDG.

Each company inherently impacts a different set of SDGs through their core business practices, both directly –Primary SDG impacts– and indirectly –Secondary SDG impacts. Seaya’s goal is to extend the reach of portfolio companies by helping them to also have a positive impact on our prioritized SDGs. Of the eight, we have identified three where our portfolio companies are delivering the most value:



8. Decent Work and Economic Growth

Startups are often synonymous with rapid and qualified job creation. In the last year alone, 1.4k jobs were created by our portfolio companies, over half of which are in the programming space.

On this note and overlapping with SDG 4: “Quality Education”, Seaya believes new qualified jobs must come hand in hand with equal opportunities to access these positions. We believe that computer science and computer programming should be part of the core curriculum in education, and we therefore support and collaborate with Code.org, a nonprofit organization dedicated to giving every student in every school the opportunity to learn computer science.



9. Industry, Innovation and Infrastructure

Seaya’s tech-driven investment strategy most naturally aligns with SDG 9’s emphasis on innovation and industry-building as solutions to global challenges. By providing growth capital to tech-driven businesses and new business models with high-impact potential, Seaya’s investment strategy directly supports SDG 9.



13. Climate Action

The third primary SDG impact contribution by our portfolio companies is Climate Action (SDG 13). The majority of Seaya’s investments contribute, directly or indirectly, to lowering CO₂ emissions to the atmosphere. Some of them even contribute directly to carbon sequestration, as is the case for Biome Makers.



The following table presents the SDGs impacted per portfolio company, both at primary and secondary level:

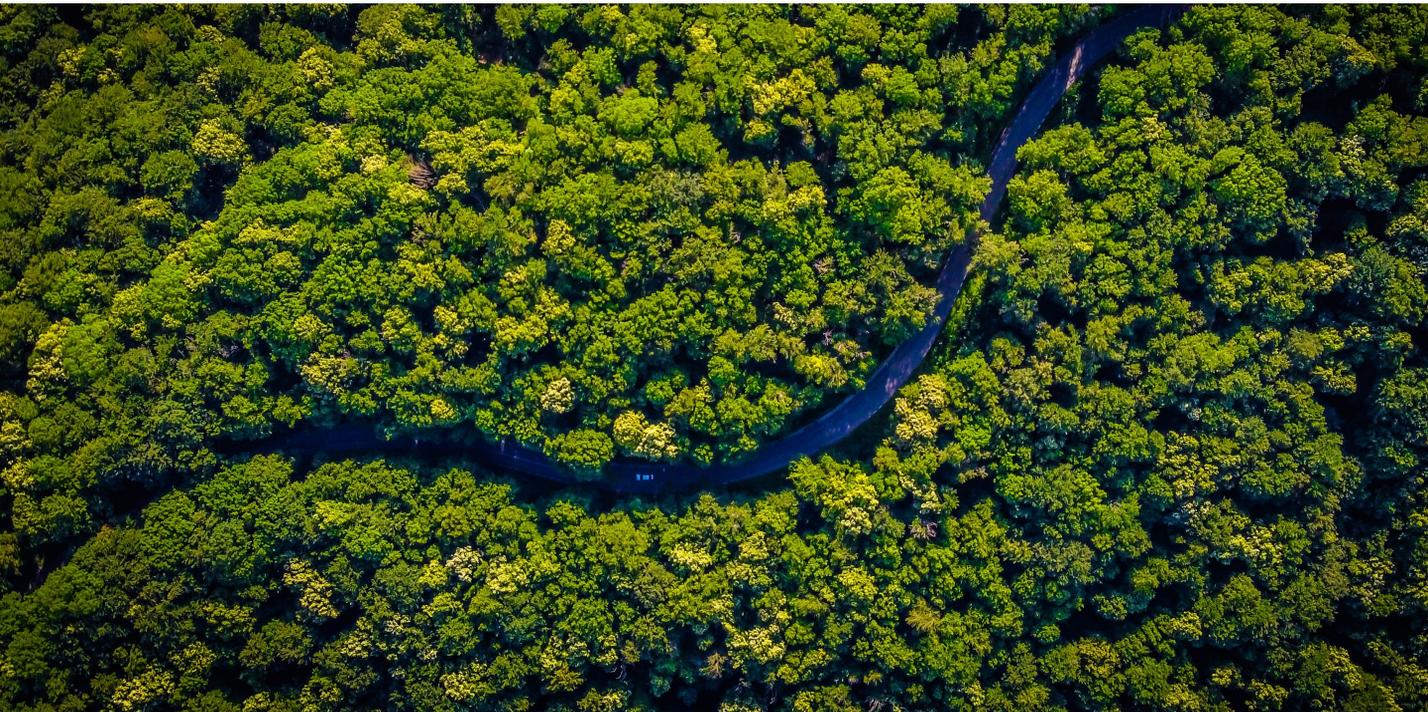
Company	Primary SDG	Secondary SDG
	<p>7 – Affordable and Clean Energy</p> <p>By optimizing PV plant performance, the price competitiveness of solar energy rises, facilitating the clean energy transition away from high CO₂ emission generation.</p> <p>13 – Climate Action</p> <p>By turbo-charging PV engineering teams, PV plants get into construction and onto the grid faster.</p>	<p>11 – Sustainable Cities and Communities</p> <p>Utility-scale PV plants enable the transition away from emissions-producing electricity generation.</p> <p>12 – Responsible Consumption and Production</p> <p>Rated Power dramatically reduces planning and construction costs, facilitating the construction of utility-scale solar energy infrastructure.</p>
	<p>7 – Affordable and Clean Energy</p> <p>Wallbox technology delivers clean energy to power EVs.</p> <p>13 – Climate Action</p> <p>Wallbox technology enables CO₂ emissions avoidance by facilitating the move to EVs.</p>	<p>9 – Industry, Innovation and Infrastructure</p> <p>Wallbox technology enables a sustainable future based on EV adoption.</p> <p>11 – Sustainable Cities and Communities</p> <p>Wallbox technology directly impacts air quality and human health, most especially in urban areas with high population density.</p>
	<p>2 – Zero Hunger</p> <p>Biome Makers contributes to target 2.a as they conduct agricultural research, technology development and plant and livestock gene banks in order to enhance agricultural productive capacity.</p>	<p>5 – Gender Equality</p> <p>The company contributes to this SDG as it has a woman share of 50% in the executive committee.</p>
	<p>9 – Industry, Innovation and Infrastructure</p> <p>Savana enhances scientific research by upgrading the technological capabilities of the medical research sector.</p>	<p>5 – Gender Equality</p> <p>The company contributes to this SDG as it has a woman share of 60% in the executive committee.</p>
	<p>8 – Decent Work and Economic Growth</p> <p>Clarity facilitates the flow of capital towards investments with high positive social and environmental impact.</p>	



Company	Primary SDG	Secondary SDG
	<p>2 – Zero Hunger</p> <p>Glovo donates surplus food to partners such as Nutrición sin Fronteras, thus eliminating food waste and facilitating meal access.</p> <p>12 – Responsible Consumption and Production</p> <p>Best practice methods avoided 24.9 Tn of food waste and 495 Tn of packaging waste.</p>	<p>5 – Gender Equality</p> <p>Glovo seeks constant improvement in attracting, retaining, and promoting female talent.</p> <p>13 – Climate Action</p> <p>Annual reduction targets and full compensation for unavoidable CO₂ emissions.</p>
	<p>12 – Responsible Consumption and Production</p> <p>By matching supply and demand, CrowdFarming reduces food waste.</p> <p>15 – Life on Land</p> <p>Organic farming restores sustainable ecosystems, increasing biodiversity.</p>	<p>13 – Climate Action</p> <p>By connecting farmers with end-consumers, all intermediate transportation is eliminated, reducing CO₂ emissions.</p>
	<p>7 – Affordable and Clean Energy</p> <p>Commitment to a 100% electric fleet by 2025.</p> <p>11 – Sustainable Cities and Communities</p> <p>Committed to tech innovation as a key ally of urban efficiency and sustainability in transportation.</p> <p>13 – Climate Action</p> <p>Cabify offsets all emissions and is the first 100% carbon neutral mobility company in Europe and Latin America.</p>	<p>8 – Decent Work and Economic Growth</p> <p>Cabify protects labour rights and promotes safe and secure working environments for all workers, including migrants.</p>
	<p>7 – Affordable and Clean Energy</p> <p>Promotion of energy efficiency in transport with part of the fleet in hybrid or electric vehicles .</p>	



Company	Primary SDG	Secondary SDG
	<p>9 – Industry, Innovation and Infrastructure</p> <p>Aquí Tu Reforma is a leader in home renovation franchises, whose main objective is to improve well-being in sustainable cities.</p> <p>11 – Sustainable Cities and Communities</p> <p>Through its Energy Efficiency offering, the company actively promotes essential renovations toward more efficient and sustainable homes.</p>	
	<p>7 – Affordable and Clean Energy</p> <p>Fractal expands infrastructure lifespan and provides sustainable energy efficiency.</p>	<p>13 – Climate Action</p> <p>Digitalization of industrial processes where the company promotes energy efficiency and reduces emissions.</p>
	<p>5 – Gender Equality</p> <p>Filmin actively promotes gender equality in its catalogue.</p> <p>4 – Quality Education</p> <p>Filmin actively promotes the inclusión of educational content in its catalogue.</p>	<p>13 – Climate Action</p> <p>The company promotes climate change awareness of the general public with different collections of films. Filmin offsets all direct emissions.</p>



6

Giving back to society

We recognize that most of our impact derives from investing in technology-driven companies that accelerate change towards a net-zero, prosperous, healthy, fair, and safe future; however, we also take our direct responsibility as a company very seriously.

This became especially evident in the early months of 2022 when, like much of the world, we were deeply disturbed and saddened by the events unfolding in Ukraine. This situation sparked a continuous array of kindness, collaboration, and hope. At Seaya Ventures we are humbled by this response, and could not stay indifferent.

Thus, we donated to entities providing humanitarian relief to the people of Ukraine. We asked our team to put together a list of projects that they are close to, and those are the ones we supported:

- Caritas
- Save the children
- Entreculturas
- Unicef
- Polish Humanitarian Action
- World Central Kitchen

It is our hope that a peaceful resolution can be found soon. We end this report with a special message of renewed commitment and support for SDG 16—Peace and Justice. We are proud to point to two examples of how our portfolio companies are rising to this tremendous humanitarian challenge, making a positive impact on human lives: Glovo and CrowdFarming.

Glovo enabled its users to donate directly in the Glovo app to the Red Cross or UNHCR in Ukraine, Georgia, Moldova, Romania, Portugal, and Spain. Glovo also launched stores where its users can buy basic goods for refugees in some countries like Poland, in collaboration with supermarket chain Biedronka.

CrowdFarming also took rapid action to help the 2M Ukrainian refugees who had to migrate to Poland. The company sent 16 tons of organic fruit to Poland's Caritas Leżajsk and, after that, it created the CrowdGiving Ukraine project, which allows everyone to also send a box of food to an address or an association of choice.

We are proud to support purpose-driven entrepreneurs in their continual drive to create positive impacts toward our common global goal of Peace and Justice for all.

7

Looking forward

In 2022 we have renewed our commitment to tackling global challenges through technology-enabled businesses with the launch of our new fund, Seaya Andromeda. Andromeda will take our impact commitment further, to create a smarter economy, a healthier planet and a more inclusive common path toward global prosperity.

Andromeda is registered under Article 9 of the EU Sustainable Finance Disclosure Regulation —"sustainable investment as its objective." This, together with Seaya Ventures III being registered under Article 8, solidifies Seaya’s sustainability strategy.



SFDR Art. 8



SFDR Art. 9



The climate crisis is one of the greatest challenges we have ever faced, but it is also an opportunity to reshape the world we want to live in. Seaya Andromeda’s mission is to address global sustainability challenges and deliver profits with purpose through investments in technology-driven companies with measurable sustainability impact.

This impact measurement and management, with transparent reporting, is Andromeda’s positive impact commitment to all stakeholders while investing in tech-enabled verticals that promise to deliver solutions to the global challenges identified by the SDGs and create value for all stakeholders.

We look forward to applying the learnings from Seaya Andromeda to all of our investments, uniquely positioning Seaya to present the best sustainability practices and multiplying our commitment and impact.

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